transporter

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For employees and retirees of the
New Jersey Department of Transportation

Thomas H. Kean, Governor
Hazel Frank Gluck, Commissioner

Ronald Raymond and Raymond J. Colanduoni discuss progress with builders of Region III Headquarters. *See story page 2.*

Commissioner sparks task force on women in construction

What ever happened to Rosie the Riveter?
Rosie was the World War II "poster girl" who motivated tens of thousands of young women to perform essential factory and construction jobs while so many men were away at war. Not surprisingly, the message reversed after the war. In New Jersey, it seems, few women ever returned to the type of work that Rosie did so well for her country.

Commissioner Hazel Frank Gluck has instituted a top-level public/private Task Force on Women to determine why New Jersey has one of the lowest female participation rates in construction work of any state in the US. The state group met for the first time on February 27, the result of preliminary membership meetings which have taken place since November 1986.

At the same time, the Commissioner has asked Department managers to energize their efforts in civil rights and contract auditing. This month, those who attend Construction and Maintenance's training workshops will be asked to intensify their monitoring of minority and female participation in the Department's contracts.

"The Department surpasses three of the four main minority/ female goals set by the federal government for construction projects: minority and female-owned businesses and minority male participation in the labor force," said Deputy Assistant Commissioner Judith Shaw Berry, who is responsible for the Department's Civil Rights and Affirmative Action units. "But we lag behind most other states in meeting our goals for female participation," she said.

A quick solution is not anticipated because the reasons for lack of female participation in non-traditional construction jobs are complex and include difficult-to-measure factors. As a result, the task force has agreed to identify the problem with fresh, sound data, evaluate the mechanisms now in place to deal with it, come up with alternative proposals and monitor the results.

"Commissioner Gluck's personal goal is to ensure that any corrective findings of the task force are institutionalized in state government and not simply a quick fix," Berry said. One thing the task force may do, she said, is to take a new look at females in non-traditional jobs and find out how the successful ones got there. Was it encouragement as early as junior high school, the example of a close male, or economic need?

Members of the task force represent a variety of groups with practical interests in the issue. The Department of Defense's experience with women in non-traditional roles is expected to provide a major contribution to the task force. The Kean Administration's welfare reform priority will also tie in with its goals by providing jobs.

Some task force participants represent the construction industry and unions who must constantly seek ways to find qualified minority and female workers. At the present time, there are 16 specific steps which a contractor must take to ensure equal employment opportunity. These range from providing safe, harassment-free work sites to recruitment inside and outside of unions.

Other members of the Task Force on Women represent the Department of Community Affairs' Division on Women, the Department of Personnel's Equal Opportunity and Affirmative Action offices, the Departments of Commerce and Labor, the Governor's Office on Policy and Planning, and the Federal Highway Administration.

Department issues first set-asides for women contractors

NJDOT was expected to receive bids on March 19 for the first construction project for women-owned business contractors under the new "Set-Aside Act for Small Business, Female Businesses and Minority Businesses Act."

The project involves fence installation and landscaping on Interstate 80 from east of I-287 to west of Route 280 in Parsippany-Troy Hills, Morris County.

In making the announcement, Commissioner Gluck said, "Small businesses, female businesses and minority businesses have contributed to the existence of a strong and healthy free enterprise system in New Jersey and the Act gives them the opportunity to grow and expand.

"Under the act, the Department this year will award six contracts, three to small businesses, two to minority enterprises and one to a female-owned concern," Gluck added.

Bids on the I-80 contract will be accepted from female businesses... firms that are independently owned and operated or 51 percent owned and controlled by women.

The Act deals with the designation of certain state purchases and construction contracts as set-asides for small, female and minority businesses.

Enacted by the Legislature in December 1985, the act ensures that a fair proportion of the state's total purchases, construction contracts, property and services is placed with these concerns.

Employees to receive training in hazardous substance rights

An important state law for workers is beginning to make its presence known in the Department. The "Worker and Community Right to Know Act," signed into law by Governor Kean in 1983, guarantees New Jersey's workers and residents access to information about hazardous substances in the workplace and community.

The Department has implemented an aggressive right to know program to educate all of its employees about the details of the law and the rights it grants to employees who may work with or near chemicals and other types of possibly hazardous substances.

According to Sharron Bolen of the Bureau of Training, the program will give employees "an awareness of what they're working with -- what they need to know and do." The first step was to train the trainers, 30 DOTers who have begun to go out to advise fellow employees about the specific chemicals in the workplace and how to handle them.

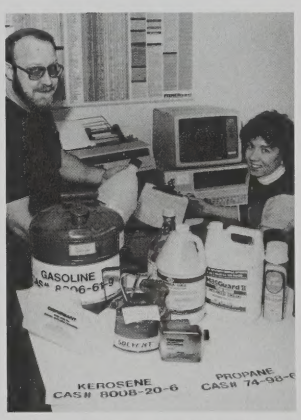
"We were concerned about construction and maintenance a couple of years ago, and started to develop our own program," said Wayne Smith of the Materials-Environmental Bureau.

The four areas with which affected Department personnel must be familiar are toxics and poisons, irritants, carcinogenics, and flammables and combustibles. A major aim of the program is for these employees to know specific safety precautions that must be taken when dealing with suspected hazardous substances.

In order for the DOT's right to know program to meet state regulations, these employees must be trained to handle certain chemicals. Also, a copy of pertinent information about these chemicals must be kept in the workplace. and all chemical products must be labeled.

"It's a communications law," Smith said. "It communicates to the worker in the workplace and to the community in general."

The Department has exceeded the Right to Know guidelines. "We have a centralized computer system that allows us to give employees greater information about chemical hazards," said Smith. The Department also has direct access to the federal government for more information, if necessary.



Ed Kraus, Environmental Specialist, and Sue Catlett, Senior Engineer, review chemicals commonly used in Construction and Maintenance

Blue ribbon coalition kicks off support for Trust Fund renewal

Governor Thomas H. Kean announced the blue ribbon Coalition for Transportation Trust Fund Renewal, chaired by Midlantic Corporation Chairman Robert Van Buren (right), at a press conference in early February. The group is made up of 53 organizations, including the state AFL-CIO, the New Jersey Business and Industry Association, the state Chamber of Commerce, the Alliance for Action, the New Jersey Builders Association and the Atlantic City Casino Association. The Coalition will urge the Legislature to approve a bill implementing the five-cent gas tax hike and call for public support of a referendum that would constitutionally dedicate the tax revenues to highway and mass transit construction projects. Commissioner Hazel Frank Gluck is shown at left.

Region III Hq. nears completion

The long-awaited Region III headquarters in Howell Township is nearing completion as is a new garage and automotive stock room.

The headquarters will house Regional Engineer Nicholas Cifelli's office, the region's nurse and employees in Construction and Maintenance, Materials, Design, Local Aid and Right of Way, who now work in East Brunswick, Edison and Howell.

Raymond J. Colanduoni, Director of Facilities and Support Services, said that the building will have work stations for 155 employees, state-of-the-art heating and air conditioning, a lunch room and a large conference room which can be used for pre-construction conferences and public meetings.

Louis J. Amico, Right of Way District Supervisor, and his staff of 35 are anxiously awaiting their mid-summer move. "Some of my people have worked here for 15 years and have never had an office with a window," he said. Amico and the managers of the other units who will occupy the building recently toured the facility with Colanduoni who also held a briefing session for all future occupants.

"I didn't hear any complaints on the recent tour," Cifelli said. He praised the way Colanduoni and staff sought input from those who would occupy the building. Cifelli also looks forward to having everyone under one roof because it will simplify communications.

The new Region III Headquarters nears completion in Howell Township

More building changes planned for Headquarters Complex

The next phase in the rehabilitation of the Headquarters Offices will begin this spring.

Raymond J. Colanduoni, Director of Employee and Support Services recently outlined plans approved by Commissioner Hazel Frank Gluck which will see the closing of the old Headquarters Building for a two year restoration project.

A new two story lobby, new windows, new restrooms and a state-of-the-art heating and air conditioning system are but some of the anticipated changes.

During the reconstruction, the Commissioner's Office will be housed on the first floor of the old annex in offices now occupied by Personnel. The Personnel office will move to the second floor and other offices will move to nearby buildings.

Colanduoni also expected to reopen the old cafeteria building in April. It has been totaly reconstructed to house a 100 seat hearing/meeting room, a new refreshment stand and the Credit Union offices. The Credit Union's Tellers office will be accessible from the Engineering and Operations Building, opposite the new Cafeteria.

At left: *Raymond J. Colanduoni inspects the new Hearing Room taking shape in what once was the DOT Cafeteria.*

Road service available for DOT vehicles

If you are out on the road in a DOT vehicle and it breaks down, call for help.
If you break down Monday - Friday, 8 am - 4:30 pm call:

Trenton Area	609-530-2218 (5-2218)
(Master Mechanic - Fernwood)	609-530-2217 (5-2217)
Region 1	
Netcong Garage	201-347-1346
Bedminster Garage	201-234-2130
Lafayette Garage	201-383-3005
Region 2	
Newark Garage	201-648-2725
Lodi Garage	201-845-7575
Region 3	
Woodbridge Garage	201-499-5052
Toms River Garage	201-349-5498
Region 4	
Cherry Hill Garage	609-428-6550
Mays Landing Garage	609-625-8284 or 609-625-8285
Vineland Garage	609-691-1175

If you breakdown after normal working hours (4:30 pm - 8:00 pm, Monday - Friday or weekends and holidays) call:

Trenton Gatehouse	609-530-2282 (5-2282) or
Newark Gatehouse	201-648-2838

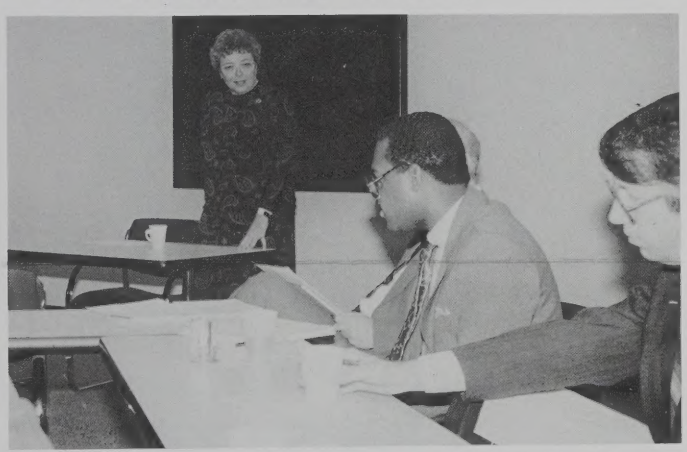
Minority officials plan meeting

The Conference of Minority Transportation Officials' (COMTO) mid-year meeting will be held at the Tropicana Hotel in Atlantic City, March 22-24.

COMTO has over 600 members nationwide. It carries out its programs nationally and locally through networking, training, research, Minority Business Enterprise (MBE) opportunities and scholarship programs. COMTO maintains a job bank which is funded by the Urban Mass Transportation Administration.

DOTers Keith A. Daniels, Assistant to the Commissioner, and Talvin Davis of Urban Planning are serving the New Jersey Chapter as vice president and NJDOT sub-committee chairman respectively. Andrew Tessema, also of Urban Planning, is the Department's membership coordinator.

DOT employees are eligible for membership. For further information about the mid-year meeting and membership, please contact any one of the three officers: Daniels, 609-530-4416; Davis, 609-530-2854; Tessema, 609-530-2864.



Managers rap with Commissioner Gluck

Last month the second of Commissioner Hazel Frank Gluck's monthly meetings with Department managers took place in the Engineering and Operations Building Conference Room. Six groups of managers will meet at these sessions twice a year to hear her main concerns at the moment and, in turn, have the opportunity to ask their own questions. At February's meeting, the issues aired included the status of the Trust Fund Renewal, staffing problems, and the permit process. Two of the groups are scheduled at field locations.

The Research Division organized this year's TRB Mini-Conference. The planning committee included John Campi, Lad Szalaj, Bill Crowell and Brian Margerum.

DOT holds 4th TRB Mini-Conference

Department employees and other local members of the transportation community got a chance to hear the latest research papers presented at the annual Transportation Research Board meeting in Washington in January, at a mini-conference held at Trenton State College earlier this month.

The papers were presented by panelists from the Department. This year, more time was scheduled for group discussions of the information offered.

The topics presented were: Geometric Design, Asphalt Mixtures, Safety and Driver Performance, Bridge Evaluation and Maintenance, Highway Capacity and Congestion, Pavement Design, Pedestrian Planning and Safety, Pavement Markings, Environmental Planning and Project Development, Strategic Highway Research Program Update, Work Zone Management, Computer "Expert" System Applications, Highway Financing, Misapplications of Statistics, Land Use, Economic Development and Transportation.

The panelists were: Orville Abbott, John Allen, Kurt Aufschneider, Ric Barros, Sanat Bhavsar, Dominic Billera, Gene Blasko, Karl Brodtman, Tom Davis, Norm Deitch, Bill Dickinson, Kathy Diringer, Jim Dixon, Bill Feldman, Ted Fischer, Tom Fuca, Henry Justus, Mike Kaminsky, Bob Malloy, Bill Mullowney, Jack Mansfield, Bob Miller, John Moore, Joe O'Brien, John Powers, George Schiele, Lad Szalaj, Donna Troiano, Nick Vitillo, Roy Wagner, Dick Weed, Dan Worlf, Bob Wokoun and Carey Younger.

Division of Research staff under Director Eugene Reilly coordinated the two-day program. He was assisted by John Campi, Bill Crowell and Brian Margerum.

New Credit Union opens soon

The DOT Credit Union will move to new quarters in the Engineering and Operations building by the end of the month. Manager Ed Boyle recently inspected the tellers area along with staffers Linda Crockett, Michael Salange and Judy Boyle. James Maul, of the Credit Union Board and Jack Christian of the Credit Committee also joined the tour. Boyle said that the exact date move is contingent upon installation of the communication lines which will link them to the master Credit Union Computer.

PEOPLE

Staff Changes

Theodore H. Matthews has been appointed Director of the Office of Freight Services replacing Kenneth L. Kyte who is the new Director of the Office of Highway Services. Matthews had been Supervising Transportation Analyst in Freight Services.

* * * *

John Mycoff has been named Acting Director of the Office of Community Involvement replacing Carolyn McCallum, who will continue as Director of Governmental and Legislative Affairs, reporting directly to Commissioner Hazel Frank Gluck.

* * * *

Edward Klarman has been appointed to the newly created position of Inspector General. Klarman previously served as Chief of Investigations and Control in the Department of Labor. His main task is to conduct an internal review of the Department's accounting and administrative controls, a process now under way in most state agencies.

Recent arrivals

Greg Valesi, Senior Construction Engineer, Region III (Point Pleasant), and his wife, Jacqueline, welcomed their first child, Aaron Robert, on January 25.

* * * *

Nicholas Alfano, Highway Inspector, Region II Construction and his wife, Robin, announced the arrival of a 9 lb. baby girl, Meggan. She joins one-year-old brother, Ian.

Julia Diaz, Civil Engineer Trainee, and her husband, Jose Mario Diaz, are the proud parents of their first child, Mario Alejandro.

* * * *

Sandi Hibbs, Word Processing Specialist, Structural Evaluation and her husband, Rob, recently welcomed their 8 lb. 3 oz. son, Robert Michael Jr.

State honors ten DOT trainers

Fay Wood (third from left) representing Civil Service, and Deputy Commissioner Michael F. Barrett recently honored ten DOTers for their "outstanding contributions to the success of the "Affirmative Action Training Program." Mandated by Governor Thomas H. Kean for all state employees, the program was given to DOTers in all regions. Honored were: Richard Fierabend, Chief, Administrative Systems; Sharron Bolen, Senior Training Technician; Wood and Barrett, Charles Meyers, Management Operations Analyst; Bruce Strickland, Administrative Analyst; Frank Brennan, Supervisor, Bridge Operations; and Carl Flanders, Accountant. Missing from the photo were: Chet Andres, Execuitve Assistant to the Assistant Commissioner and James Lear, Principal Engineer, who served as master trainers for the project; Ray Louf, Affirmative Action Specialist and William Beetle, Executive Assistant to Deputy Assistant Commissioner Alfred Harf.

Transporter
NJ Department of Transportation

Thomas H. Kean, Governor
Hazel Frank Gluck, Commissioner

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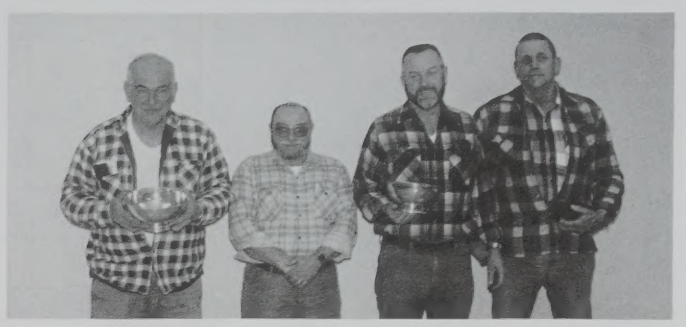
Frank Bridgewater and
Gabriel Palmieri, art
Jenni Jeavons and
Eileen Bell, staff
Joe Moore, Ken DeBlieu,
Joanne Nestor and **Earl Baker**,
contributing photographers

Recent Retirees

Ralph DelloMargio, chief, Bureau of Administrative Program Control, ROW, 40 yrs.; **Joseph W. Ertle**, regional construction engineer, C&M, 38 yrs.; **Robert H. Myers**, chief, Bureau Landscape Transportation, C&M, 36 yrs.; **Russell C. Chamberlain**, crew supervisor Machine Shop, C&M, 30 yrs.; **Adolph Stepowany**, supervisor, right of way I, Transportation, ROW, 25 yrs.; **Anthony V. Romano**, truck driver, C&M, 22 yrs.; **Bert W. Collins**, assistant foreman, Highway Maintenance, C&M, 10 yrs.; **John T. Reggitts** Jr., right of way negotiator, ROW, 10 yrs.



Region I holds award ceremonies

Ceremonies were held recently in Region I, to honor employees who had marked 20 years or more of sevice. Worth Cunningham, Regional Maintenance Engineer along with William Kilmurray, Regional Maintenance Supervisor and Charles Melilllo, Area Supervisor, presented the awards.
Top: *Karen Hartle, Radio Dispatcher, 20 years; Cunningham and Malcolm MacKenzie, Principal Engineer, Maintenance, 30 years.*
Middle: *George Russo, Bridge Repairer I, 25 years; Melillo; Joe Unangst, Crew Supervisor, 25 years and Miles VanTassel, Truck Driver, 25 years.*
Bottom: *Edward Stehr, Maintenance Worker II, 30 years; Kilmurray; Frank Falduto, retired Truck Driver, 35 years; Walter Sliker, Crew Supervisor, 25 years and Wesley Myers, Truck Driver, 35 years.*

'Dear Personnel'

Q. *Some job vacancy postings are received by our Region II Headquarters a day or two after the posting date. By the time it reaches the field crew only a day or two may be left to apply for the vacancy. I have had men who weren't allowed to the interview because their response was late. Can this be corrected?*

Michael DeVita

A. Dear Michael:
We make every attempt to send job vacancy postings to the regions on the day preceding the effective date. We have also worked with the regional offices to ensure timely distribution of the postings. Apparently, delays in distribution are occurring, and I have directed my staff to investigate the problem and develop a solution

Thank you for bringing this matter to our attention.

Natalie Havran
Director of Personnel

If you have a question on a personnel issue, you may send a letter to "Dear Personnel" c/o **Transporter**, Room 135, Headquarters, Trenton.

The **Transporter** staff will forward the question to Natalie Havran, Director of Personnel for response. Selections of questions for use in the column will be based on interest and suitability for printing. Ms. Havran may choose to answer the employee directly.

Please include your name and work location, both of which may be withheld upon request.

April *Transporter* Deadline
Deadline for the April *Transporter* is March 27. Send in your 'Good News' Forms!
Call 609-530-2121 for more forms.

Photo contest deadline nears

DOTers wishing to enter the Seventh Annual Transportation Week Photo Contest have until April 17 to submit their entries.

Winning photos will be exhibited at DOT Headquarters in May and then returned.

Photographs may be either in **black and white or color**, and be entered in one of three general categories: **transportation**, **nature** or **people**. **35 mm** slides may also be entered, however, these are limited to current DOT projects.

Only one print per category is permitted. **The photographer must choose the category in which it is to be judged.** Each entrant may submit up to three color slides.

Each print must be 8" x 10" or 12", unframed but mounted on matte board with a border no less than two inches nor more than three inches around the print. (Do not write on the front of the matte or photo.)

Entries must be received in the *Transporter* offices by Friday, April 17, and must have the following information affixed to the back of the print: name, title, work unit and work phone, home address, category of submission, and title of photograph. Write your name on each slide mount and affix the above information to the outside of the envelope containing the slides.

Can you identify this Moment in History?

This photograph was submitted by Frank Kalinowski, a retiree who is kneeling in the center. If you can identify at least two people in the photo and the maintenance yard they served in, send your answer in writing along with your name, title and work unit or division to Transporter, Room 135, Headquarters, Trenton. Please submit your answers by March 27, (Retiree deadline, April 10).

Last month's "Moment in History" showed John Habben, retired Highway Inspector, watching construction on Route 78 in Clinton. Seven people correctly identified Habben and most identified the project. The winners are: John Nebesky, senior engineer, Construction; Joe Ash and Judy Dowd, Special Projects; Malcolm F. MacKenzie, Principal Engineer, Maintenance; Les Martin, Supervisor, highway services; Charlie Melillo, Area Supervisor, Netcong; and William Van Hise, a retiree from Equipment.

"Look Ma, no traffic"

Charles Carmalt, principal planner, has discovered the perfect way to avoid snow clogged city streets...he skis to work. A devotee of cross country skiing, Carmalt's busy schedule allows little time to enjoy the sport. He makes up for the loss by skiing 1.4 miles along the old Reading Railroad tracks from his home in Trenton to DOT Headquarters.

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